

4-0644

01-02

AGREEMENT

BETWEEN

BRIGANTINE BOARD OF EDUCATION

AND

BRIGANTINE EDUCATION ASSOCIATION

X July 1, 1983 through June 30, 1986

## TABLE OF CONTENTS

Preamble. . . . .	2
Article I - Recognition . . . . .	3
Article II - Negotiation Procedure. . . . .	4
Article III - Grievance Procedure . . . . .	5
Article IV - Employment Procedures. . . . .	9
Article V - Salaries. . . . .	10
Article VI - Transfers and Reassignments. . . . .	12
Article VII - Employee Evaluation . . . . .	13
Article VIII - Fair Dismissal Procedure . . . . .	14
Article IX - Employee Facilities. . . . .	15
Article X - Employee Rights . . . . .	16
Article XI - Association Rights and Privileges. . . . .	17
Article XII - Extracurricular Positions . . . . .	18
Article XIII - Teaching Hours and Load. . . . .	19
Article XIV - Supportive Staff Work Schedule: . . . . .	20
Article XV - Teacher Work Year. . . . .	21
Article XIV - Supportive Staff Work Year. . . . .	22
Article XVII - Part-Time Employees. . . . .	23
Article XVIII - Sick Leave. . . . .	24
Article XIX - Temporary Leaves of Absence . . . . .	25
Article XX - Extended Leaves. . . . .	27
Article XXI - Sabbatical Leaves . . . . .	30
Article XXII - Insurance Protection . . . . .	31
Article XXIII - Deductions from Salary. . . . .	33
Article XXIV - Seniority & Job Security . . . . .	34
Article XXV - Board's Rights. . . . .	35

PREAMBLE

THIS AGREEMENT entered into this sixth day of September 1983 by and between the BOARD OF EDUCATION OF THE CITY OF BRIGANTINE, County of Atlantic, and State of New Jersey, hereinafter called the "Board" and the BRIGANTINE EDUCATION ASSOCIATION, hereinafter called the "Association."

WITNESSETH

WHEREAS, the Board has an obligation, pursuant to Chapter 123, Public Laws of 1974, to negotiate with the Association as the representative of employees hereinafter designated with respect to terms and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

## ARTICLE II

### NEGOTIATION PROCEDURE

- A. The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws of 1974, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employee's employment. Such notification of negotiations shall be given not later than October 1 of the calendar year preceding the calendar year in which this Agreement expires. Any Agreement so negotiated shall apply to all members of the unit, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.
- B. During negotiation, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counterproposals.
- C. Neither party in any negotiation shall have any control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals and make counterproposals in the course of negotiations.
- D.
  - 1. Representative of the Board and the Association's Negotiating Committee shall meet when necessary for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to bypass the grievance procedure.
  - 2. Should a mutually acceptable amendment to this Agreement be negotiated by the parties, it shall be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.
- E. This Agreement incorporates the entire understanding of the parties on all matters which have been the subject of negotiation. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter covered by this Agreement.
- F. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

A grievance to be considered under this procedure be initiated by the employee within twenty-five (25) calendar days of its occurrence. A decision shall be made within five (5) school days after presentation of the grievance at this Level.

#### LEVEL TWO

A grievance may be filed with the Superintendent within five (5) school days after the decision is made at Level One. The Superintendent shall render a decision within five (5) school days after receiving the written grievance.

#### LEVEL THREE

A grievance may be filed with the Board of Education within five (5) school days after the Superintendent's decision. Upon request of the Association, the Board shall afford the grievant and the Association a hearing before the Board regarding said grievance. The Board of Education shall make a decision on the grievance within thirty (30) school days after receipt of the grievance.

#### Exclusions

- a. Appointment to, or lack of appointment, or lack of retention in any position for which tenure is not possible nor required.
- b. The lack of offer of contract to a non-tenure teacher.

#### LEVEL FOUR

A grievance may be submitted to either binding or advisory arbitration (in accordance with paragraph A and B above), within ten (10) school days after the Board of Education's decision.

#### D. Authority of the Arbitrator

1. If the grievant is dissatisfied with the decision of the Board of Education, the grievant or Association may request the appointment of an arbitrator by requesting the New Jersey State Board of Mediation to submit a roster of persons qualified to function as an arbitrator in the dispute in question. If the parties are unable to agree upon a mutually satisfactory arbitrator from the list submitted, they will request the New Jersey State Board of Mediation to submit a second list. If the parties are unable to agree upon a mutually satisfactory arbitrator from the second submitted list, the New Jersey State Board of Mediation may be requested by either party to designate an arbitrator.
2. The arbitrator shall function in accordance with the rules and procedures of the New Jersey State Board of Mediation.

I. Miscellaneous

1. All unsatisfactory decisions rendered to the aggrieved persons at Levels One, Two, Three and Four, shall be in writing, setting forth the decision and the reason or reasons therefore, and shall be transmitted promptly to all parties in interest and to the Association.
2. All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personal file of the participants.
3. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this procedure.

## ARTICLE V

### SALARIES

- A. The salaries of all members of the unit covered by this Agreement are set forth in the Salary Schedules which are attached hereto and made a part hereof.
1. Present Board Policy will be continued whereby teachers employed on a ten (10) month basis will be paid twice a month in equal installments September through June with the exception of December. The December pay will be made to the personnel as in the past in one (1) installment on or about the fifteenth (15) of the month.
  2. Secretaries employed on a twelve (12) month basis will be paid twice a month in equal installments July through June with the exception of December.
  3. Food Service Personnel will be paid twice a month September through June with the first payday occurring on or before September 30.
  4. Present Board Policy will be continued whereby when a payday falls on a school holiday or weekend, checks will be distributed on the last school day prior to the holiday.
  5. The final pay in June will be made on the last working day of the month.

B. Home Instruction

Any teacher who voluntarily accepts an offer from the Board to provide home instruction for a student shall be compensated at the rate of \$11.00 per hour for 1983-84, \$12.00 per hour for 1984-85 and \$13.00 per hour for 1985-86.

C. Procedure for Withholding Employment or Adjustment Increments

1. Employment or adjustment increment may be withheld for inefficiency or other just cause related to the performance of duties. Any employee so affected shall be guaranteed the due process provisions of 18A:29-14.
2. Any action by the Board to withhold an increment or any part thereof shall be subject to appeal to advisory arbitration as set forth in this Agreement. The arbitrator shall have the authority to recommend the restoration of all or part of the increment withheld retroactively.

ARTICLE VI

TRANSFERS AND REASSIGNMENTS

- A. The Superintendent shall, as soon as practicable, deliver to the Association and post in all school buildings, a list of the known vacancies which shall occur. Notice and posting of vacancies shall be made between September 1 and June 30 of the school year.
- B. Teachers who desire a change in grade and/or subject assignments and/or employees who desire to transfer to another building shall file a written statement of such desire with the Superintendent. Such statement shall include the grade and/or subject to which the teacher desires to be transferred, in order of preference. Such requests for transfers and reassignments shall be submitted within ten (10) days after notification of a vacancy. Such requests for transfers and reassignments for the following school year shall be submitted no later than May 1 of the school year and shall be considered active until the first (1st) day of the following year. It is expressly understood that transfers and/or reassignments shall be at the sole discretion of the Board of Education.
- C. If a vacancy shall be filled by means of involuntary transfer of an employee, then such employee shall be entitled to a conference with the Superintendent prior to the initiation of such transfer in order to discuss the reasons for such transfer.



## ARTICLE VIII

### FAIR DISMISSAL PROCEDURE

#### A. Notification of Status

##### 1. Dates

On or before April 30 of each year, the Board shall give to each non-tenured teacher and secretary continuously employed since the preceding September 30, and on or before June 30 of each year to each Food Service employee, who was continuously employed since the preceding September 30, either:

- a. A written offer of re-employment but with such increases in salary and benefits as may be required by law or agreement between the Board and the Association, or
- b. A written notice that such employment shall not be offered.

##### 2. Informal Appearance

Any non-tenure employee who has received such notice of non-employment shall be entitled to an appearance before the Board, provided a written request for such appearance is received in the office of the Secretary of the Board within five (5) days after notification of non-employment.

##### 3. Board Determination

The Board shall issue its written determination as to the employment or non-employment of said non-tenure employee for the succeeding school year no later than thirty (30) days after the employees' written request is received by the Board.

## ARTICLE X

### EMPLOYEE RIGHTS

#### A. Rights and Protection in Representation

Pursuant to Chapter 123, Public Laws of 1974, the Board hereby agrees that every member of the bargaining unit shall have the right to freely organize, join and support the Association and its affiliates, or refrain therefrom, for the purpose of engaging in collective negotiations and other lawful concerted activities for mutual aid and protection. The Board agrees that it shall not discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 123, Public Laws of 1974, and that it shall not discriminate against any member of the bargaining unit with respect to hours, wages or terms or conditions of employment, by reason of his membership or non-membership in the Association and its affiliates.

#### B. Evaluation of Students

The teacher shall maintain the responsibility to determine grades and other evaluations of students within the grading policies of the Brigantine School District. No grade or evaluation shall be changed without consultation with the teacher, provided the teacher is available for consultation within ten (10) days.

#### C. Personnel Records

1. An employee shall have the right, upon request, with reasonable notice, to review the contents of his personnel file and to receive copies of any documents contained therein. An employee shall be entitled to have a representative(s) of the Association accompany him during such review. Review of the documents shall be done in the presence of the Superintendent or his designee.
2. No material derogatory to an employee's conduct, service, character or personality shall be placed in his personnel file unless the employee has had an opportunity to review the material.
3. The Superintendent's personnel file shall be the official file. Any personnel notes kept by a principal shall be expunged upon the principal leaving the District or position.

ARTICLE XII

EXTRACURRICULAR POSITIONS

- A. Extracurricular position openings shall be posted for a period of ten (10) school days, before an appointment is made.
- B. The Board shall use a volunteer for such positions, provided such volunteer is deemed qualified.
- C. The Board has sole discretion to determine whether or not an applicant for extracurricular positions is qualified.
- D. The Board has the sole discretion to appoint an employee of its choice to an extracurricular position if no one applies.
- E. Extracurricular positions and their annual amounts of extra pay shall be as set forth in Schedule "D" attached.
- F. In the event extracurricular positions are created in addition to those stated in Salary Schedule D, the salary for such positions shall be negotiated with the Association.

## ARTICLE XIV

### SUPPORTIVE STAFF WORK SCHEDULE

#### A. Food Service Personnel

The workday for food service personnel shall not be less than four (4) hours per day. On days when tickets are to be sold, food service personnel shall work no less than four and one half (4 1/2) hours. On days when last of the month reports are due, the workday shall be extended by an additional one-half (1/2) hour.

#### B. Secretarial

##### 1. School Year

During the school year, the secretaries workday shall be 8:30 a.m. through 4:00 p.m., inclusive of a one (1) hour uninterrupted daily lunch.

##### 2. Summer Hours

Beginning the first day following the teaching staff's last day of school, the secretaries workday shall be from 9:00 a.m. to 3:00 p.m. inclusive of a one (1) hour uninterrupted daily lunch.

Summer hours shall continue in effect until the first reporting day for the teaching staff in September.

#### C. Overtime

Any Supportive Staff employee working in excess of their working hours as described above, shall be compensated overtime at one and one-half (1 1/2) times their normal hourly rate. If the employee agrees, compensatory time based on the same calculation (one & one-half times) may be granted in lieu of overtime payment. Such overtime must be approved and directed in advance by the Administration.

## ARTICLE XIV

### SUPPORTIVE STAFF WORK YEAR

#### A. Food Service Personnel

The work year for food service personnel shall be the same as the school calendar for students. Food service personnel shall not be required to work on scheduled 1/2 days.

#### B. Secretarial

Twelve month employees work year shall be from July 1 through June 30. As of the first official day of school for the teaching staff through the last official day of school for the teaching staff, twelve month employees work schedule shall be the same as that worked by the teaching staff.

#### C. Holidays

All twelve month employees shall receive the following holidays with pay:

1. Independence Day
2. Labor Day

If a holiday should fall on a Saturday or Sunday, each Supportive Staff employee (12 months) shall receive one (1) compensatory day for each holiday either on the preceding Friday or following Monday, as determined by the Administration.

#### D. Vacations

All twelve month employees shall be entitled to the following vacation days per year:

- |                               |   |
|-------------------------------|---|
| Up through 5 years of service | - 10 days   |
| 6 through 20 years            | - one (1) additional day per year<br>up to a maximum of twenty (20) |

ARTICLE XVIII

SICK LEAVE

- A. All teachers employed in the Brigantine Schools shall be entitled to fifteen (15) sick leave days each school year as of the first official day of the school year, whether or not they report for duty on that day.
- B. All twelve month Secretaries employed in the Brigantine Schools shall be entitled to eighteen (18) sick leave days each year as of July 1, whether or not they report for duty on that day.
- C. All food service personnel employed in the Brigantine Schools shall be entitled to five (5) sick leave days each school year as of the first official day of the school year, whether or not they report for duty on that day.
- D. Unused sick leave days shall be accumulated from year to year with no maximum limit.
- E. Those teachers who transfer into the Brigantine Schools with a certified accumulation of sick leave from prior teaching will be granted ten (10) sick leave days from their non-Brigantine accumulated time beginning on their fourth (4th) contract year in Brigantine and an additional ten (10) accumulated sick leave days each year thereafter not to exceed fifty (50) transferred accumulated sick leave days.
- F. Effective July 1, 1983, upon retirement, the retiring employee shall be compensated for his/her accumulated sick leave at the rate of fifteen dollars (\$15) per day up to the following total maximums per retiree:
  - 1983-84 - \$2,000 maximum per retiree
  - 1984-85 - \$2,250 maximum per retiree
  - 1985-86 - \$2,500 maximum per retiree.

7. In the event of the death of an employee or student in the Brigantine School system, the Principal of said employee or student may grant to an appropriate number of employees sufficient time off to attend the funeral.
  8. Time as necessary to perform Jury Duty if required to do so. Any employee serving on Jury Duty shall receive their full salary, in addition to any Jury Duty pay, for the time served.
  9. Time necessary as provided for in New Jersey Statutes for persons called into temporary active duty of any unit of the United States Reserves or the New Jersey State National Guard, provided such obligations cannot be fulfilled on days when school is not in session. An employee shall be paid his regular pay in addition to any pay which he receives from the State or Federal Government.
- B. Food Service Personnel shall be only entitled to the temporary leaves of absence specified in Sections 4, 6, and 7 of this Article.
- C. Leaves taken pursuant to any Article of this section shall be in addition to any sick leave to which the employee is entitled.
- D. All requests for leaves of absence under this Article shall be made in writing to the Superintendent of Schools five (5) school days prior to the date requested. Except that in the event five (5) school days notice is not possible, the Building Principal shall be notified by telephone.
- E. As of the beginning of each year, teachers and secretaries shall be entitled to the following temporary, non-accumulative leave of absence without pay:
1. Up to three (3) days leave of absence may be granted for the purpose of marriage and honeymoon.
- F. All twelve (12) month secretaries may be granted one (1) additional personal day in the case of emergency at the sole discretion of the Superintendent.

2. All benefits to which a teacher or secretary was entitled at the time the leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to him upon his return, and he shall be assigned to the same position which he held at the time said leave commenced, if available, or if not, to a position for which he is certificated, and/or qualified.
- F. Any teacher or secretary on extended leaves of absence under any section of this Article shall not accrue sick leave days for the period involved.
  - G. All extensions or renewals of leaves shall be applied for in writing and if granted, in writing.
  - H. Food Service Personnel shall not be entitled to any extended leaves of absence as provided for in this ARTICLE.
  - I. Extended Personal Leave [effective July 1, 1984].
    1. An extended leave for personal reasons, without pay, shall be granted to a maximum of two (2) employees per year, provided application is made in writing at least ninety (90) days prior to the beginning of such leave. Such leaves shall be for a period of one (1) school year (September 1 through June 30).
    2. To be eligible for such leave, an employee must have been employed for at least seven (7) consecutive years (inclusive of any Board approved leave) in the Brigantine Schools.
    3. In the event more than two employees request such leave, extended personal leave shall be granted based upon total length of service.
    4. Extended personal leave shall be granted for the following reasons:
      - a. Service in a public office and/or campaign for such service for himself or another person
      - b. Outside teaching in a college, university or other public school
      - c. Engaging in activities of the Association or its affiliates
      - d. Educational purposes
      - e. Other valid purposes
    5. The employee on leave shall not be entitled to any benefits provided by this Agreement except as expressly provided by this Article and by law.



## ARTICLE XXI

### SABBATICAL LEAVES

- A. A sabbatical leave shall be granted to a teacher by the Board for study, including study in an area of specialization for the purpose of obtaining a Master's Degree or Doctorate, or for other reasons of value to the school system, subject to the following conditions:
1. If there are sufficient qualified applicants, sabbatical leaves shall be granted to a maximum of one (1) teacher at any one time.
  2. Requests for sabbatical leaves must be received by the Superintendent in writing in such form as prescribed by the Board of Education to include reference to the status of the applicant's T.P.A.F. Pension, group life insurance, social security and withholding tax. Such requests on the prescribed form must be submitted no later than December 1, and action must be taken on all such requests no later than March 1, of the school year preceding the school year for which the sabbatical leave is requested.
  3. The teacher applicant must have completed at least seven (7) full school years of service in the Brigantine School District. Request for sabbatical leave must include documentation that the applicant may reasonably be expected to complete the degree, or the area of specialization which has previously been approved by the Board of Education, with the credits being taken during the term of such leave.
  4. For reasons other than obtaining a Master's Degree or Doctorate, the leave applicant shall file with the Superintendent an interim and final report of accomplishments obtained pursuant to objectives for having taken a sabbatical.
  5. A teacher on sabbatical leave (either for one-half (1/2) of a school year or a for a full school year) shall be paid by the Board at fifty percent (50%) of the salary rate for the full year sabbatical leave, or one hundred percent (100%) of the salary rate for a one-half (1/2) school year sabbatical leave.
  6. Upon returning from sabbatical leave, a teacher shall remain in the employ of the Brigantine Board of Education for a period of no less than two (2) full school years, or if not in the full-time employment of the Board for two (2) years, shall reimburse the Board an amount equal to the salary actually paid to him during the sabbatical leave.
- B. Any group medical benefit coverages in force at the time immediately prior to the sabbatical leave on the teacher and family coverage, if applicable, will be continued at Board expense during the term of the sabbatical leave.
- C. Sick leave will not be accumulated during the term of a sabbatical leave.

course of this Agreement for the following optical services:

eye examinations

eye glasses and frames

contact lenses

ARTICLE XXIV

SENIORITY & JOB SECURITY  
(Supportive Staff Personnel)

A. Seniority

1. School District seniority is defined as service by appointed employees in the School District in the collective bargaining unit covered by this Agreement. An appointed employee shall lose all accumulated School District seniority only if he/she resigns or is discharged for cause, irrespective of whether he/she is subsequently rehired by the School District.
2. In the event of a work location reduction in force, including reductions caused by the discontinuance of a facility or its relocation, the employees shall be laid off in the reverse order of districtwide seniority of all employees in the district in the category (Secretarial - Food Service), as long as job performance is equal as determined by the Board of Education. Any employee laid off shall remain on a recall roster for a period of two years from the date of lay-off. Recalls shall be based on seniority in the category.
3. In the event that, within two years of an employee's lay-off, a vacancy occurs in the same line of work from which the employee was laid off, and covered by this Agreement, a laid off employee shall be entitled to a one time recall thereto in order of seniority.
4. After completion of one year of consecutive employment, no employee shall be dismissed or be subject to a reduction in salary except for inefficiency, incapacity, conduct unbecoming an employee, or other just cause, following written notice of such reasons and a hearing before, and determination by, the Board of Education finding that such cause does, in fact, exist and is sufficient for such reduction in salary or dismissal. Should the employee not be satisfied by the determination of the Board, at his request, the matter shall be subject to the grievance procedure and arbitration in the same manner and to the same extent as is provided for arbitration of grievances by this Agreement.

ARTICLE XXVI

NO-STRIKE PLEDGE

- A. It is recognized that the need for continued and uninterrupted operation of the School District is of paramount importance, and that there should be no interference with such operation.
- B. The Association covenants and agrees that, during the term of this Agreement, neither the Association or any person acting in its behalf will cause, authorize, or support, any strike (i.e., the concerted failure to report for duty, or willful absence in whole or in part from the proper performance of the employees' duties of employment), work stoppage, slow-down, walk-out or other job action. The Association agrees that such action would constitute a material breach of this Agreement.

of the Superintendent at the Glassboro State credit hour rate with a maximum of six (6) credits per fiscal year.

2. In the event that the cost exceeds the Glassboro State credit hour rate, the Board agrees to pay the entire cost of said course(s) up to a total of the Glassboro State credit hour rate for six (6) credits per teacher, upon approval of the Superintendent.
3. Graduate course credit in Salary Schedule "A" (attached) shall be for courses completed in a teacher's field of teaching certification or related fields upon prior approval of the Superintendent.

SALARY SCHEDULE A  
TEACHERS  
1983-1984

<u>YRS EXP.</u>	<u>BA</u>	<u>BA+10</u>	<u>BA+20</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+10</u>	<u>MA+20</u>	<u>MA+30</u>	<u>DOCT.</u>
0	15,250	15,400	15,550	15,700	16,250	16,400	16,550	16,700	17,250
1	15,500	15,650	15,800	15,950	16,500	16,650	16,800	16,950	17,500
2	15,780	15,945	16,110	16,275	16,880	17,045	17,210	17,375	17,980
3	16,770	16,935	17,100	17,265	17,870	18,035	18,200	18,365	18,970
4	17,210	17,375	17,540	17,705	18,310	18,475	18,640	18,805	19,410
5	17,526	17,691	17,856	18,021	18,626	18,791	18,956	19,121	19,726
6	17,856	18,021	18,186	18,351	18,956	19,121	19,286	19,451	20,056
7	18,296	18,461	18,626	18,791	19,396	19,561	19,726	19,891	20,496
8	18,791	18,956	19,121	19,286	19,891	20,056	20,221	20,386	20,991
9	19,341	19,506	19,671	19,836	20,441	20,606	20,771	20,936	21,541
10	19,858	20,023	20,188	20,353	20,958	21,123	21,288	21,453	22,058
11	20,353	20,518	20,683	20,848	21,453	21,618	21,783	21,948	22,553
12	20,793	20,958	21,123	21,288	21,893	22,058	22,223	22,388	22,993
13	21,233	21,398	21,563	21,728	22,333	22,498	22,663	22,828	23,433
14	21,673	21,838	22,003	22,168	22,773	22,938	23,103	23,268	23,873
15	22,135	22,300	22,465	22,630	23,235	23,400	23,565	23,730	24,335

SUPER MAX: Teachers with 16 years or more experience will receive an increase of \$1700 over their 1982-83 salary.

SALARY SCHEDULE A  
TEACHERS  
1985-1986

YRS EXP.	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	DOCT.
0	18,076	18,226	18,376	18,526	19,076	19,226	19,376	19,526	20,076
1	18,326	18,476	18,626	18,776	19,326	19,476	19,626	19,776	20,326
2	18,576	18,726	18,876	19,026	19,576	19,726	19,876	20,026	20,576
3	18,826	18,976	19,126	19,276	19,826	19,976	20,126	20,276	20,826
4	19,106	19,271	19,436	19,601	20,206	20,371	20,536	20,701	21,306
5	20,096	20,261	20,426	20,591	21,196	21,361	21,526	21,691	22,296
6	20,536	20,701	20,866	21,031	21,636	21,801	21,966	22,131	22,736
7	20,852	21,017	21,182	21,347	21,952	22,117	22,282	22,447	23,052
8	21,232	21,397	21,562	21,727	22,332	22,497	22,662	22,827	23,432
9	21,672	21,837	22,002	22,167	22,772	22,937	23,102	23,267	23,872
10	22,167	22,332	22,497	22,662	23,267	23,432	23,597	23,762	24,367
11	22,841	23,006	23,171	23,336	23,941	24,106	24,271	24,436	25,041
12	23,358	23,523	23,688	23,853	24,458	24,623	24,788	24,953	25,558
13	23,853	24,018	24,183	24,348	24,953	25,118	25,283	25,448	26,053
14	24,293	24,458	24,623	24,788	25,393	25,558	25,723	25,888	26,493
15	24,733	24,898	25,063	25,228	25,833	25,998	26,163	26,328	26,933

SUPER MAX: Teachers with 16 years or more experience will receive an increase of \$1823 over their 1984-85 salary.

SALARY SCHEDULE C

FOOD SERVICE PERSONNEL

	<u>1983-84</u>	<u>1984-85</u>	<u>1985-86</u>
0 - 5 years	\$5.30 per hour	\$5.65 per hour	\$6.05 per hour
Over 5 years	5.80 per hour	6.15 per hour	6.55 per hour



BRIGANTINE EDUCATION ASSOCIATION

Eileen Battaglia, President

Myron Plotkin, Vice-President

Grace Cairns, Secretary

Ruthann Fitzpatrick, Treasurer

Dave Cunningham, Executive Advisor

BRIGANTINE EDUCATION ASSOCIATION NEGOTIATION COMMITTEE

Myron Plotkin, Chairman

Eileen Battaglia

James Dansey

Dave Cunningham

Lynn Sparks

BRIGANTINE BOARD OF EDUCATION

Dr. Robert Bray, President

Dr. Emerson R. Tracy, Vice-President

Mr. Michael Lange

Mr. Emmett Turner

Mrs. Mary Lou Mason

Mr. George Norris

Mr. Gordon Shindle

Ralph R. Levin, Superintendent of Schools